

## Coverage Effective Dates

New employee health coverage begins on the first day of the month following 60 calendar days from the first date of employment, or two calendar months, whichever comes first.

<b>Date of employment is from</b>	<b>Health coverage begins on</b>
Jan. 2- Feb. 1	April 1
Feb. 2 – March 2	May 1
March 3 – April 2	June 1
April 3 – May 2	July 1
May 3 – June 2	August 1
June 3 – July 3	September 1
July 4 – August 2	October 1
Aug. 3 – Sept. 2	November 1
Sept. 3 – Oct. 2	December 1
Oct. 3 – Nov. 2	January 1
Nov. 3 – Dec. 3	February 1
Dec. 4 – Jan. 1	March 1